

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **SENONA A. CESAR**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2 x 3)
1. Instruction			
a. Head (50%)		2.495	1.996
b. Students (50%)		2.5	2
TOTAL for Instruction	80%		
2. Research	15%		0.75
3. Extension	5%		0.25
TOTAL RATING			4.996

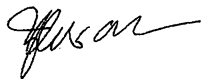
EQUIVALENT NUMERICAL RATING: 4.996

Add: Additional Points, if any:

TOTAL NUMERICAL RATING 4.996

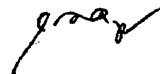
ADJECTIVAL RATING: OUTSTANDING

Prepared by:



**SENONA A. CESAR**  
Name of Faculty

Reviewed by:



**ANALYN M. MAZO**  
Head

Recommending Approval:



**CANDELARIO L. CALIBO**  
CAS Dean

Approved:

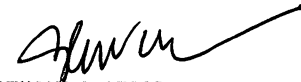


**BEATRIZ S. BELONIAS**  
Vice President for Instruction

Visayas State University  
**DEPARTMENT OF BIOLOGICAL SCIENCES**  
Visca, Baybay City, Leyte  
**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)**


I, **SENONA A. CESAR**, Associate Professor , commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period

July to December 2017.



**SENONA A. CESAR**  
Associate Professor

Date: \_\_\_\_\_

  
**ANALYN M. MAZO**  
Head, DBS

Date: \_\_\_\_\_

MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO	1: Advanced Education Services									
DBS MFO 1.	Graduate Degree Program									
	PI 1: Number of graduate degree specializations									
	PI 2: Total FTE monitored									
	PI 4: Percentage Increase in number of graduate									
DBS MFO 2.	Graduate Student									
	PI 1: Number of graduate students awarded with									
	PI 2: Percentage of graduate students awarded with									
	PI 3: Number of graduate students advised		GAC chairman=4; member = 1	2	4	5	5	5	5.00	Palco graduated June 2018)- member ; CHAIRMAN Sanchez, MLL, Cacho, E. Sampan, E. Gogo, G.

**UMFO 2. Higher Education Services****DBS MFO 1. Curriculum Program**

	PI 1: Total FTE monitored	Ecol 21 5:00-6:30= 3; Ecol 21 7:00-8:00= 6; Zool 128 4:00-5:00=6.3	14.00	15.30	5	5	5	5.00	
	PI 2: Number of curricular program compliant to								
	PI 3: Average passing percentage in licensure								
	PI 4: Number of undergraduates in mandated programs who								
	PI 5: Percentage increase in the number of undergraduate								
	PI 6: Percentage increase in number of								
	PI 7: Number of academe/industry linkage established								
	PI 8: Number of students advised for their academic and thesis concerns	served as academic adviser, thesis adviser, thesis chairman and SRC member for BS Biology students	15	17	5	5	5	5.00	THESIS Adviser Bersabal., K. (graduated June 2018); Laranjo, C., Agcang, A., Honor, J., Dampios, O.; SRC Chairman Quirante, GB., and Gendoy, H (graduated June 2018) Mapa, B.J., Bertos, J., Bacsal, W.J., ; member Cuta., CB., Fortaliza, Gonzales, S. (graduated June 2018) ACADEMIC ADVISER Pableo, F, Mandras, CM, Maiz, UB
	PI 9: Number of student organizations advised								
	PI 10: Number of instructional materials								
	PI 11: Number of OBE compliant syllabus prepared	Biol 125 revision	1	1	5	5	4.5	4.83	
	PI 12: Additional outputs								
	Number of awards/recognitions received by								
	Number of seminar/workshop attended		1	6	5	5	5	5.00	
	Number of learning materials acquired			1					Corals of the Philippines A Field guide Focusing on Threatened Species
	Number of Accreditation Process		1	1	5	5	5	5.00	AACUP for level 3 ' incharge of extension component

DBS MFO 3. RESEARCH									
	PI 1: Number of published papers in internationally								
	PI 2: Number of research outputs presented in								
	PI 3: Number of research project/study conducted and/or completed in schedule	CHED DARE TO coral component	1	1	5	5	5	5.00	
	PI 4: Number of research proposals submitted	PCAARD coral component	1	1	5	5	5	5.00	
	PI 5: Number of research proposals approved								
	PI 7: Amount of money generated from external								
	PI 8: Amount of money generated from institutional								
	PI 9: Additional outputs								
	Number of research related awards (research								
	Number of exchange scholars/researchers/visiting								
	Number of research articles submitted for publications								
	Number of terminal reports submitted								
DBS MFO 4. Extension services									
	PI 1: Number of technical/expert services rendered	1 PCRA training; 4 PCRA field	1	5	5	5	5	5.00	PCRA training for entire Baybay; PCRa field surveys for Caridad, Hilapnitan, San Agustin and Pangasugan
	PI 2: Number of extension projects/components	1 Balik Punta	1	1	5	5	5	5.00	
	PI 4: Amount of money generated from external								
	PI 5: Amount of money generated from institutional								
	PI 6: Additional Outputs								
	Number of clientele served for identification of								
	Number articles reviewed for peer-reviewed								
	Number of scientific fora attended as speaker/resource person	1 GE for ScTS; 1 CBRACT re	1	2	5	5	5	5.00	New CHED General Education Course: Science, Technology and Society attended by prospective teacher for the VSU system; CBRACT training Re echo seminar
	Number of scientific fora attended as participant	participant	1	2	5	5	5	5.00	Capacity Building on Reef Assessment and Coral Taxonomy - training; Seminar on Open Source Software (QGIS, R & Zotero) for Researchers
DBS MFO 5. Support to operation									
OVPI MFO 1 Faculty Development Services									
	PI 1: Number of faculty pursuing advanced degree								
OVPI MFO 2 Faculty Recruiting/Hiring Services									
	PI 1: Number of new faculty recommended for hiring								

Item	Description	Quantity	Unit	Price	Total	Remarks
1	1000	1	1000	1.00	1.00	
2	2000	2	2000	2.00	2.00	
3	3000	3	3000	3.00	3.00	
4	4000	4	4000	4.00	4.00	
5	5000	5	5000	5.00	5.00	
6	6000	6	6000	6.00	6.00	
7	7000	7	7000	7.00	7.00	
8	8000	8	8000	8.00	8.00	
9	9000	9	9000	9.00	9.00	
10	10000	10	10000	10.00	10.00	

PI 3: Degree program compliant to CHED									
PI 4: Degree program has passed evaluation with at									
<b>OVPI MFO 3 Faculty Evaluation Services</b>									
PI 1: Number of seminars/ trainings/ conventions/									
PI 2: Percentage of Faculty rated by students with at									
PI 3: Number of in-house									
<b>OVPI MFO 4 Program and institutional Accreditation</b>									
PI 1: Number of degree programs which passed									
PI 2: Percentage of degree program compliant with									
<b>DBS MFO 6: General Administration and Support</b>									
PI 1: Zero complaints from clients									
PI 2: Additional outputs									
Number of management meetings attended									
Number of management meetings conducted (DBS									
Number of recommendations made for the approval									
Number of requests made for approval by the									
Number of Purchase requests made for									
Number of job/letter requests made for the									
PI 7: Number of well maintained laboratory/lecture									
Number of laboratory specimens properly collected for									
Number of exam papers properly mimeographed and									
Number of laboratory/lecture guides reproduced on									
Number of documents acted upon promptly									
<b>Laboratory Services</b>									
Number of laboratory equipment properly maintained									
No. of glasswares/equipment dispensed									
No. of glasswares/equipment inventoried/yr									
% of students & faculty served on time during the									
% of request for reagents prepared & issued during									
% specimens collected & prepared before scheduled									
% materials/equipment submitted to the property									
Total Over-all Rating								59.83	
Average Rating								4.99	
Adjectival Rating								OUTSTANDING	

Evaluated & Rated by:

*e-may*  
ANALYN M. MAZO

Department Head

Date: \_\_\_\_\_

Recommending Approval:

*[Signature]*  
CANDELARIO L. SALIBO

College Dean

Date: \_\_\_\_\_

Approved:

*[Signature]*  
BEATRIZ S. BELONIAS

Vice President for Instruction

Date: \_\_\_\_\_

**Comments & Recommendations for Development Purpose:**

*Should finish PhD in 2017  
for more research undertakings.*

*[Signature]*

[illegible]

3

1953

3

100

2000

Country	1950	1960	1970	1980	1990	2000	2010	2020	2030	2040	2050
Japan	7	8	10	12	14	16	18	20	22	24	26
Germany	10	11	12	13	14	15	16	17	18	19	20
France	11	12	13	14	15	16	17	18	19	20	21
Italy	12	13	14	15	16	17	18	19	20	21	22
Spain	13	14	15	16	17	18	19	20	21	22	23
Sweden	14	15	16	17	18	19	20	21	22	23	24
United Kingdom	15	16	17	18	19	20	21	22	23	24	25
United States	16	17	18	19	20	21	22	23	24	25	26
Canada	17	18	19	20	21	22	23	24	25	26	27
Australia	18	19	20	21	22	23	24	25	26	27	28
South Africa	19	20	21	22	23	24	25	26	27	28	29
India	20	21	22	23	24	25	26	27	28	29	30
China	21	22	23	24	25	26	27	28	29	30	31
Indonesia	22	23	24	25	26	27	28	29	30	31	32
Philippines	23	24	25	26	27	28	29	30	31	32	33
Thailand	24	25	26	27	28	29	30	31	32	33	34
Malaysia	25	26	27	28	29	30	31	32	33	34	35
Singapore	26	27	28	29	30	31	32	33	34	35	36
South Korea	27	28	29	30	31	32	33	34	35	36	37
Taiwan	28	29	30	31	32	33	34	35	36	37	38
Hong Kong	29	30	31	32	33	34	35	36	37	38	39
Macau	30	31	32	33	34	35	36	37	38	39	40
Israel	31	32	33	34	35	36	37	38	39	40	41
Poland	32	33	34	35	36	37	38	39	40	41	42
Czech Republic	33	34	35	36	37	38	39	40	41	42	43
Slovakia	34	35	36	37	38	39	40	41	42	43	44
Hungary	35	36	37	38	39	40	41	42	43	44	45
Romania	36	37	38	39	40	41	42	43	44	45	46
Bulgaria	37	38	39	40	41	42	43	44	45	46	47
Greece	38	39	40	41	42	43	44	45	46	47	48
Portugal	39	40	41	42	43	44	45	46	47	48	49
Spain	40	41	42	43	44	45	46	47	48	49	50
France	41	42	43	44	45	46	47	48	49	50	51
Germany	42	43	44	45	46	47	48	49	50	51	52
Italy	43	44	45	46	47	48	49	50	51	52	53
Japan	44	45	46	47	48	49	50	51	52	53	54
United States	45	46	47	48	49	50	51	52	53	54	55
Canada	46	47	48	49	50						

1

DATE	DESCRIPTION	AMOUNT	CHECK NO.	BANK	INITIALS
1950	...	...	...	...	...
1951	...	...	...	...	...
1952	...	...	...	...	...
1953	...	...	...	...	...
1954	...	...	...	...	...
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1957	...	...	...	...	...
1958	...	...	...	...	...
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1961	...	...	...	...	...
1962	...	...	...	...	...
1963	...	...	...	...	...
1964	...	...	...	...	...
1965	...	...	...	...	...
1966	...	...	...	...	...
1967	...	...	...	...	...
1968	...	...	...	...	...
1969	...	...	...	...	...
1970	...	...	...	...	...
1971	...	...	...	...	...
1972	...	...	...	...	...
1973	...	...	...	...	...
1974	...	...	...	...	...
1975	...	...	...	...	...
1976	...	...	...	...	...
1977	...	...	...	...	...
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1982	...	...	...	...	...
1983	...	...	...	...	...
1984	...	...	...	...	...
1985	...	...	...	...	...
1986	...	...	...	...	...
1987	...	...	...	...	...
1988	...	...	...	...	...
1989	...	...	...	...	...
1990	...	...	...	...	...
1991	...	...	...	...	...
1992	...	...	...	...	...
1993	...	...	...	...	...
1994	...	...	...	...	...
1995	...	...	...	...	...
1996	...	...	...	...	...
1997	...	...	...	...	...
1998	...	...	...	...	...
1999	...	...	...	...	...
2000	...	...	...	...	...
2001	...	...	...	...	...
2002	...	...	...	...	...
2003	...	...	...	...	...
2004	...	...	...	...	...
2005	...	...	...	...	...
2006	...	...	...	...	...
2007	...	...	...	...	...
2008	...	...	...	...	...
2009	...	...	...	...	...
2010	...	...	...	...	...
2011	...	...	...	...	...
2012	...	...	...	...	...
2013	...	...	...	...	...
2014	...	...	...	...	...
2015	...	...	...	...	...
2016	...	...	...	...	...
2017	...	...	...	...	...
2018	...	...	...	...	...
2019	...	...	...	...	...
2020	...	...	...	...	...
2021	...	...	...	...	...
2022	...	...	...	...	...
2023	...	...	...	...	...
2024	...	...	...	...	...
2025	...	...	...	...	...
2026	...	...	...	...	...
2027	...	...	...	...	...
2028	...	...	...	...	...
2029	...	...	...	...	...
2030	...	...	...	...	...
2031	...	...	...	...	...
2032	...	...	...	...	...
2033	...	...	...	...	...

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Senona A. Cesar  
Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: June 2018      Target Date: 2019

First Step:

Finish dissertation-proposal

Result:

De-loaded from research engagement

Date: \_\_\_\_\_ Target Date: September-December \_\_\_\_\_

Next Step:

Set target date to submit approved proposal

Outcome:

Working on the approval of proposal

Final Step/Recommendation:

Should finish by 2019

Prepared by:

  
**ANALYN M. MAZO**  
Unit Head

Conforme:

  
**SENONA A. CESAR**  
Ratee



# MEMORANDUM FOR THE RECORD

Re: [illegible]  
[illegible]

1. [illegible]

2. [illegible]

3. [illegible]

4. [illegible]  
[illegible]  
[illegible]

5. [illegible]  
[illegible]  
[illegible]

6. [illegible]

7. [illegible]  
[illegible]

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[illegible]

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15. [illegible]

16. [illegible]

17. [illegible]

18. [illegible]

19. [illegible]

20. [illegible]